



2005 TRICARE Conference

# *Fit for Life*

*Healthy Force, Healthy Families*

## **COORDINATED STAFFING PROJECT**

***Eisenhower Army Medical Center  
&  
Augusta VA Medical Center***



# **Eisenhower Army Medical Center**

- **300 Bed Army Medical Treatment Facility**
- **TRICARE Regional Office South**
- **Services Patient Population Of Approximately 55,000**
- **Satellite Human Resources Office - No Local Recruitment Staff**
- **Majority Of Nursing Staff Are Contract**



# Augusta VA Medical Center

- **440 Bed, Two-Division Medical Center**
- **30 Bed Rehabilitation Care Unit For Active Duty DoD Service Members**
- **Services Patient Population Of Approximately 83,000**
- **Local, Full Service Human Resource Department Which Staffs Approximately 2,200 Direct And Non-Direct Patient Care Positions**



# **Project Goals/Objectives**

- **Recruitment Initiatives For Hard-To-Fill Critical Specialties (Registered Nurses, Physicians, etc.)**
- **Integration/Sharing Of Educational Opportunities**
- **Recruiting A Select Group Of Nursing Staff To Function At Either Medical Center**

# **Recruitment Initiatives**

- **Integrated Recruitment Efforts**
- **Advertisements In Local, State and Nationwide Newspapers, Journals, etc.**
- **Joint Representation At Career Fairs And Events**
- **Utilization of VA's Pay & Appointment Authorities**

# **Integration/Sharing Of Educational Programs**

- **Integration/Sharing Of Educational Training Programs For Direct Patient Care Occupations**
  - **Critical Care Internship Program**
  - **ACLS/BCLS**
  - **Student Nurse Program**
  - **VA Scholarship Programs**

# **Recruiting Staff To Work At Either Medical Center**

- **Credentialing And Training A  
Select Group Of Registered  
Nurses To Function At Either  
Medical Center During Critical  
Staffing Shortages**
  - **Decreased Bed Closures**
  - **Decreased Overtime Costs**
  - **Reduced Contract Costs**

# **Possible Roadblocks**

- **Decreased Availability Of Qualified Healthcare Workers To Fill Critical Occupations**
- **BRAC - Possible Base Closure**
- **Lack Of Support By Management Officials Or Clinical Staff At Either Medical Center**
- **Labor Union Support**
- **Inconsistent Pay, Benefits & Hiring Authorities**



# **What We Hope To Accomplish**

- **Focused Recruitment Efforts For Healthcare Professionals To Meet Current And Future Direct Patient Care Needs**
- **Reduced Contract Costs, Overtime, Outsourcing And Bed Closures**
- **Enhanced Training Initiatives For Health Care Professionals**

# **What We Hope To Accomplish**

- **Identifying And Breaking Down Barriers To Staffing Integration Between VA & DoD**
- **Reduced Waiting Times For Treatment**
- **Enhanced Clinical Services And Improved Patient Care**